



## Human Rights Commission Minutes

**Date:** Wednesday, February 15, 2023

**Time:** 8:00 PM

**Location:** 27 Maple Street, HHS Conference Room 2nd Floor Conducted by Hybrid (Remote and In-Person)

This will be a hybrid meeting. Individuals may choose one of the following in-person or virtual options:

1. Attend in person in the 2<sup>nd</sup> Floor HHS Conference Room at the Community Center (Senior Center), 20 Academy Street/27 Maple Street. Registration not required for in-person attendance.

2. **\*Notice to the Public on meeting privacy\*** In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial in information provided.

**Present:** Co-Chairs Soneja and Carney  
Commissioners Bauer, Horowitz, Pusey, Grossman, Carey, Jolin, Bryant, Beauchemin, DeFabritis Key, Jones

**Absent:** Commissioner Rogers, Brown

**DEI Office:** Jillian Harvey

**Guests:** Doug Heim, Michael Cunningham

**Community Members:** Rebecca Gruber, Gina B, Dolores McGee, Louise B. Popkin

Minutes:

Meeting called to order at 8:05 pm

1. Remote Meeting Notice and Land Acknowledgement (5 mins)
  - a. Read by Co-Chair Carney
2. Town Counsel (1 Hour)

Full details may be found in shared slide deck

- a. Review of AHRC background and history of the creation of this commission
  - b. Scope of AHRC Charge:
    - i. Improve the life of the Town
    - ii. Work with Town Government
    - iii. Respond to Complaints and Incidents by persons in the Town
      - 1. Commission may initiate complaints
    - iv. Initiate investigations into circumstances which appear to be the result of unlawful discrimination against any person(s) in the Town
  - c. Role of the AHRC
    - i. Initiate activities designed to educate and inform
    - ii. Investigate and mediate (i.e., utilizing formal mediation services)
  - d. Discrimination Analysis: Local Bylaw
    - i. Involves denial of equitable access
3. Review of January 2023 Meeting Minutes (2 mins)
- a. Motion to approve with minor edits by Commissioner Bauer, seconded by Commissioner Grossman
  - b. *Passed with abstentions* from Commissioner Jolin and Horowitz
4. Incidents & Complaints
- a. Resident reported to APD of racial graffiti at skatepark at McClennan Park
    - i. Public works has been notified and graffiti removed
  - b. 4 reports of lawn signs stolen
    - i. Signs replaced as requested
    - ii. 1 individual identified on Summer St. incident and reported to APD
    - iii. Suggestion made to request APD presence at next meeting to discuss further
5. DEI Update (Jillian Harvey 2 mins)
- a. Lunar New Year wrap-up
    - i. Recorded by ACMI
    - ii. Encouraging public attendance
  - b. Employee Audit update
    - i. Presentation was successful, positive reception
6. Working Groups Update (8 mins)
- a. Schools & Education
    - i. Will not have intern opportunity this year
    - ii. AHS DEI workshop – what does bias incident response look like
      - 1. What is the AHRC
      - 2. What is the intersection between the schools and the commission
      - 3. Review incident process and categories
      - 4. Motion to present at the AHS DEI Workshop by Commissioner Pusey and seconded by Commissioner Bauer, *passed unanimously*
  - b. Outreach/Events
    - i. Proposal to co-sponsor an IPD event in October with the Dallin Museum to build a program around a female led artistic group – Commission agrees to move forward
  - c. Communications
    - i. Mailing list has been restored
    - ii. Distribution of newsletters will be restarted

iii. Social media policies

7. Police Presence discussion (15 mins)
  - a. Motion to table to March Meeting by Commissioner Bauer and seconded by Commissioner Pusey – *passed unanimously*
8. Cambridge shooting: Co-Chair Soneja (2 mins)
  - a. Statement posted on social media and website
  - b. Vigils, protests, and marches have been organized in surrounding areas to continue to apply pressure on the Cambridge PD
9. Civilian Review Board criteria: Commissioner Carney (3 mins)
  - a. Job description needed – Commissioners Soneja, Beauchemin, and Carney to lead
10. Co-Chairs Report (2 mins)
  - a. New co-chair selection
    - i. Co-Chair Carney able to continue for the next year, will require another commissioner to co-chair during this time
  - b. Chief of Police Meeting: discussion of incidents, continued training opportunities, APD sent officers to the vigil
  - c. Co-Chairs meeting: Rainbow Commission had a community conversation event with the high school; Disability Commission continuing search to fill 2 vacancies
  - d. MAHRC Meetings: discussion about police presence, AHRC statement about Cambridge police shooting shared with broader group
11. Community Input (15 Min)
  - a. No Input
12. Announcements (2 min)
  - a. Welcome to Commissioner Kevin Bryant
  - b. Town Election
13. Next meetings – March 15
  - a. Incident Handling
    - i. February: Commissioner Jones
    - ii. March: Commissioner Grossman
    - iii. April: Commissioner Jolin
14. Adjournment
  - a. Motion to adjourn by Commissioner Horowitz, seconded by Commissioner Bauer – *passed unanimously*

Next meeting: Wednesday, March 15, 2023, 8:00 pm, Remote Participation

Anyone needing accessibility information or assistance to attend this meeting should contact [dei@town.arlington.ma.us](mailto:dei@town.arlington.ma.us). This meeting is open to all interested individuals.